

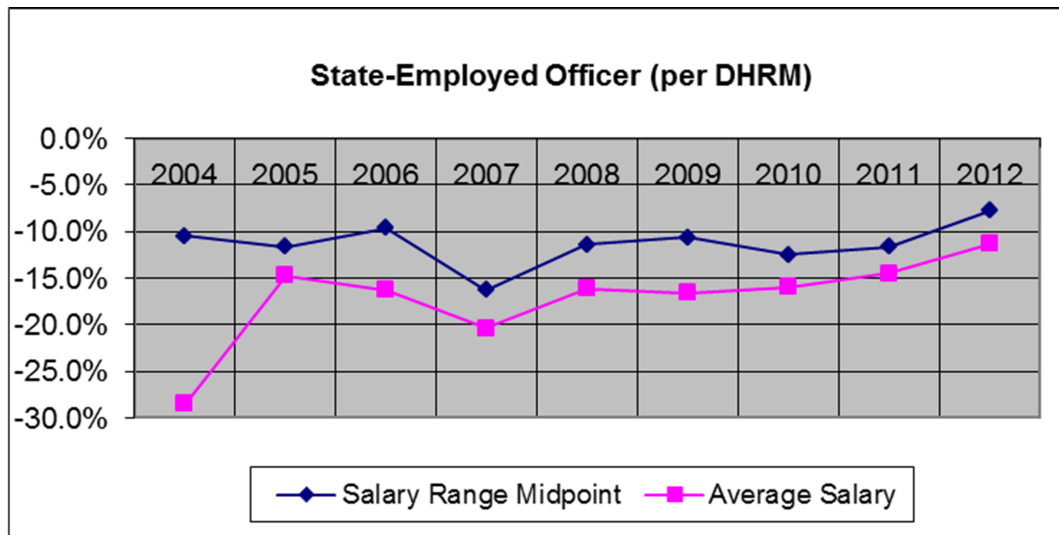
## Fiscal Highlights

### Officer Compensation Comparison - Gary R. Syphus

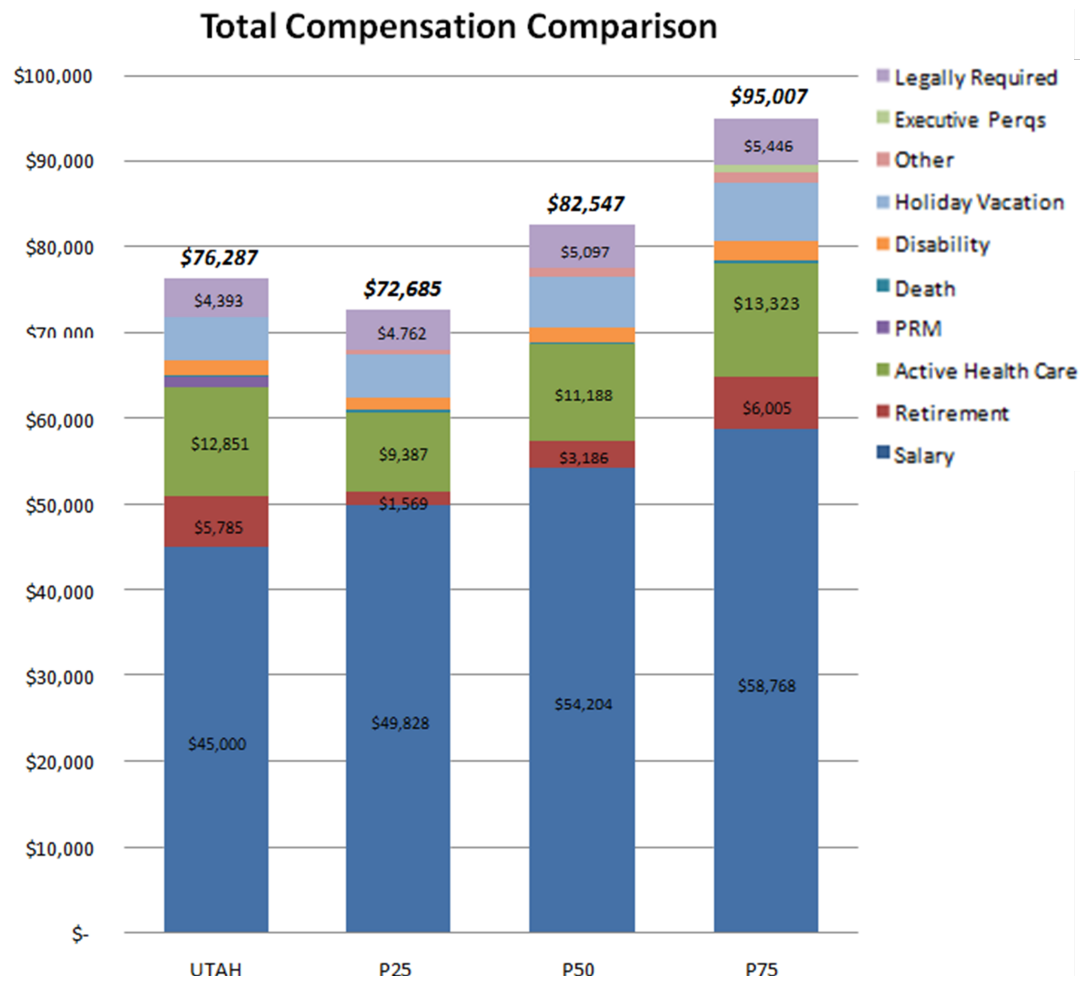
How does the compensation for officers employed by the State of Utah compare to the market? During the August 23rd interim meeting, the Executive Offices and Criminal Justice Appropriations Subcommittee reviewed compensation for the "officer" position, as defined by the Department of Human Resource Management (DHRM). This specific position did not include correctional officers as those were analyzed separately.

The majority of the officer positions in this analysis are located in the Department of Public Safety, with most of them being in the Utah Highway Patrol. The rest of these officer positions are employed by other state agencies, such as the Department of Natural Resources, Tax Commission, etc.

The figure below shows the historical salary level of state officers compared to the market. Due to additional appropriations in recent years, these positions are becoming more competitive with the market. The data in the figure does not contain the FY 2013 and FY 2014 numbers, which will reflect the additional appropriations above the statewide cost-of-living increases and will likely bring these officer positions more in line with the market. DHRM is still in the process of collecting the data for FY 2013.



Total compensation was broken down into (1) salary and (2) benefits. The average salary for those in the officer position employed by the state is about \$45,000, and the total compensation at this salary level is \$76,287. The next figure shows the total compensation mix and how it compares to the market.



The state total compensation, when compared to the market, is between the 25<sup>th</sup> and 50<sup>th</sup> percentile. The benefits paid by the state are relatively richer, while the salary is lower. In other words, benefits generally make up a larger share of the total compensation for those officers employed by the state. Conversely, salary makes up a smaller portion of total compensation for state-employed officers.